

DOI Work Activity 77: Administer External Civil Rights

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| Program Area: | Indirect Cost |
| End Outcome Goal: | Not applicable |
| Intermediate Outcome: | Not applicable |
| DOI Sub process: | 5b - Sustain Organizations |

Examples/Notes: This work relates to Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; Title II of the Americans with Disabilities Act; sections 504 and 508 of the Rehabilitation Act; Executive Orders 13160 and 13166; 43 CFR 27 – Nondiscrimination in Activities Conducted under Permits, Rights-of-way, Public land orders, and Federal Authorizations Granted or Issued under Title II of Public Law 93-153 (Trans-Alaskan Oil Pipeline); and 43 CFR 34 – Requirements for Equal Opportunity During Construction and Operation of the Alaska Natural Gas Transportation System.

Work Activity Description: Includes all costs of monitoring, evaluating and adjudicating civil rights compliance and enforcement functions covering equal opportunity and federally funded/assisted education and training programs with State and local governments. Costs are not limited to the work of EEO employees, but also include the work of any Office of Bureau employees engaged in responding to and resolving civil rights and equal opportunity complaints. Also includes the cost of settlement agreements.

Administer External Civil Rights (DOI Work Activity 77) includes the following work activities:

- Conduct compliance reviews of recipients of Federal financial assistance and federally conducted programs, activities and services;
- Investigate complaints of alleged discrimination filed by actual and potential recipients of Federal assistance;
- Conduct fact-finding inquiries on complaints filed by the public against DOI-conducted programs and activities;
- Facilitate informal resolution of conflicts whenever possible;
- Oversee/monitor federally funded/assisted education and training programs, and State/local government programs receiving federal assistance to administer civil rights compliance and enforcement;
- Conduct pattern and practice race discrimination analyses of recipient workforce where appropriate;
- Ensure that both DOI and recipient programs and activities are provided equally to persons with limited English proficiency;
- Establish and facilitate liaisons and partnerships with minority and other multicultural groups with both DOI and recipients to help carry out civil rights mandates
- Ensure that recipient practices and policies do not adversely impact minority or low income communities;
- Provide training and technical assistance to DOI staff, recipient officials, public beneficiaries and other stakeholders in accomplishing civil rights mandates and to ensure multi-cultural communities involvement with Federal and State conservation initiatives;
- Monitor environmental policies and practices of recipients of Federal financial assistance to ensure non-adverse impact.

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| Output: NA | Unit of Measure: NA |
| Inputs: | Cost Drivers: Workload requirements, external requirements (DOI, OMB, Congress) |

System Interfaces:

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